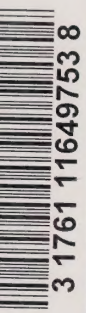


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Ontario . Royal commission inquiry into labour disputes

Hearings

v 10

January 1967



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ROYAL COMMISSION
INQUIRY INTO LABOUR DISPUTES

HEARINGS HELD AT
TORONTO, ONT.

VOL. NO.

10

DATE

26 Jan. 67

Official Reporters

NETHERCUT & YOUNG LIMITED
48 YORK STREET
TORONTO 1, ONTARIO
TELEPHONE 363-3111



Nethercut & Young
Toronto, Ontario

IN THE MATTER OF The Public
Inquiries Act, R.S.O. 1960,
Ch. 323

- and -

IN THE MATTER OF an Inquiry
Into Labour Disputes

BEFORE: The Honourable Ivan
C. Rand, Commissioner,
at 123 Edward Street,
Toronto, Ontario, on
Thursday, January 26,
1967.

E. Marshall Pollock Counsel to the Commission

APPEARANCE:

Walter H. Moore Private Individual

Nethercut & Young Limited, Official Reporters, 48 York
Street, Toronto 1, Ontario, per: F. J. Nethercut and
R. J. Young.



Nethercut & Young
Toronto, Ontario

1100

Toronto, Ontario
Thursday, January
26, 1967.

/FN/SS 1

2 ---On commencing at ten o'clock a.m.

3

4 MR. POLLOCK: Walter H. Moore. Mr.
5 Moore, I understand that you were formerly a member
6 of the International Typographical Union employed up
7 to the start of the strike in 1964 with the Toronto
8 Telegram, went on strike for some fifteen months and
9 then went back to work with the Toronto Star.

10 MR. MOORE: That is correct, sir.

11 MR. POLLOCK: And you have some
12 remarks you would like to address to us involving the
13 International Typographical Union strike in Ontario,
14 in Toronto, and some other matters of a personal nature.

15 THE COMMISSIONER: If you sit or
16 stand --- I don't mean to suggest anything.

17 MR. MOORE: I may feel better if I
18 do stand up.

19 The personal history, I recall you
20 stating in the press you were tainted with Canadianism.
21 Well, I am tainted with Canadianism too, and that is
22 the reason for my personal history. I have worked in
23 the United States for upwards of ten years. I have
24 been with the Americans in civilian clothes and in
25 uniform. I am not that much impressed with them, but
26 one thing I must admire about the educational system
27 in America is that you can ask any child and say,
28 "What are you, son?", and he says, "I am an American".
29 You ask a boy around this country what he is and he
30 looks at you in amazement because he doesn't know what



1 he is. That is the reason for my personal history
2 there.

3 MR. POLLOCK: Would you just briefly
4 go into the union history and your background in the
5 union? You started in 1925.

6 MR. MOORE: The reason I joined the
7 Buffalo Typographical Union in 1925 was on account of
8 the strike in 1921 which had been pulled off by the
9 International Typographical Union and which was lost
10 and consequently when I came along there were no jobs
11 in Toronto as far as I was concerned. There were no
12 union shops and I went over to Buffalo and joined the
13 Buffalo Typographical Union. I returned here in about
14 1935 to Toronto.

15 THE COMMISSIONER: How old were you
16 at that time?

17 MR. MOORE: I joined the Buffalo
18 union when I was 20 years old. I started work when
19 I was 14. I was a journeyman at 20, so I joined the
20 Buffalo union as a full-fledged journeyman in 1925
21 and I worked from Chicago to New York in almost every
22 large city in the United States and I ended up here
23 and came back home.

24 THE COMMISSIONER: You were born ---?

25 MR. MOORE: Born in Lindsay, sir.

26 THE COMMISSIONER: In this province?

27 MR. MOORE: Yes. Then I served on
28 the Toronto Typographical Union on various committees.

29 THE COMMISSIONER: I have read this.

30 MR. MOORE: Then up until the strike



1 which was called in 1964 by Elmer Brown, President of
2 the Typographical Union, the negotiations had been
3 going on for about three years, the old contract had
4 run out and they were trying to negotiate a new one.
5 Mr. Bassett said, "I will give you anything you want,
6 anything the rest of the people give you I will give
7 you", and then they were all in accord, Mr. Atkinson
8 of the Star and Mr. Webster of the Globe and Mr.
9 Bassett. It dragged on and on and the contract was
10 sent down to Colorado Springs and each time returned,
11 it was not accepted, although it was accepted by the
12 international representative who was up here. He
13 said, "The contract is okay to me" and sent it back.
14 Brown returned it, and to this day no one knows what
15 we are on strike for. The word is automation. Nobody
16 had any idea what automation was. The machines were
17 not installed, there were some minor machines installed,
18 and the I.T.U. recommendation was that no man was to
19 handle them, the new machine which ran off tape, and
20 it didn't require an operator.

21 Well, it dragged on and on until
22 the employer finally decided that we were looking for
23 trouble and he obliged us, he gave us trouble.
24 Brown, of course, said, "Nobody is to handle this
25 type that comes off the tape". The eight men refused
26 at the Telegram, eight men were fired. With that
27 everyone walked out. They were fired for refusing to
28 handle this tape, but that was the policy, you see.
29 The publisher asked one, the superintendent asked one,
30 the foreman asked another and he refused until eight



1 refused and that was the end of it.

2 MR. POLLOCK: Mr. Brown is the
3 President of the International Typographical Union?

4 MR. MOORE: Elmer Brown is the
5 President.

6 MR. POLLOCK: Is there provision in
7 the constitution or the way that the International
8 Typographical Union operates that any contract that
9 is negotiated must be approved by the international
10 even though it is accepted by the local union?

11 MR. MOORE: That is correct, and in
12 this case the contract was approved by one of his
13 representatives who was here from headquarters. It
14 was quite a slap to him when Brown refused to ratify
15 it, but that was the cause of the strike.

16 MR. POLLOCK: Did he ever assign any
17 reasons why?

18 MR. MOORE: Never. And prior to this
19 breakdown in negotiations when the strike was called
20 and after Brown never was in Toronto until two years
21 after, when he met with Labour Minister Rowntree. That
22 is the first time he had been in Canada over this
23 labour trouble when 900 men walked off their jobs.

24 MR. POLLOCK: The date of the walkoff
25 was July 9th, 1964?

26 MR. MOORE: That is correct.

27 Now, of course, the strike pay is
28 two-thirds of your wages which in Toronto amounted to
29 \$90, so we were on strike pay for \$90 a week. This
30 strike pay is income tax deductible. There is no



1 payment on strike pay benefits, so they have received
2 now \$4,500 a year going on two years and a half,
3 completely clear of income tax deductions of any sort.

4 MR. POLLOCK: You mean to say that
5 because you are, I assume, deducted by the union from
6 your income you pay a certain amount to the union for
7 strike benefits and then when you go on strike the
8 union pays you back that amount and all that you
9 receive in strike benefits is not subject to income
10 tax yearly?

11 MR. MOORE: That is correct, although
12 the pension, we also pay into a pension fund and it
13 is classed as taxable income.

14 MR. POLLOCK: As tax deductible?

15 MR. MOORE: No, it is not, you pay
16 income tax on your pension.

17 MR. POLLOCK: When you receive it?

18 MR. MOORE: Yes.

19 MR. POLLOCK: But you are permitted
20 to deduct the contributions that you make to the
21 plan from your taxable income?

22 MR. MOORE: A certain portion, not
23 the total amount, but there is a certain proportion
24 allowed by law to this pension. Otherwise, from the
25 strike benefits it is \$2.00 a month to pay union dues
26 on it and you are on your own. Up until two years ago
27 the union had over \$10million in strike benefits in
28 Toronto.

29 MR. POLLOCK: The international union
30 had \$2 million?



1 MR. MOORE: \$10 million, \$5 million
2 a year. It is decreasing now because of the people
3 who have left the United States, some have found other
4 vocations, a few have passed away and a few have gone
5 on the pension. When we were gainfully employed the
6 pension the I.T.U. paid \$22 a week and the local union
7 paid \$13 --- \$35. That was matched dollar for dollar
8 by the publisher which resulted in \$70 a week pension,
9 that is, whenever the I.T.U. --- we were qualified for
10 the I.T.U. pension, the publisher paid dollar for dollar.
11 As soon as we walked off our jobs away went the \$35 and
12 since then ---

13 MR. POLLOCK: That is the employer
14 contribution?

15 MR. MOORE: The employer contribution
16 and since then due to the lack of membership in Toronto
17 the local pension has dropped to \$8. So now the
18 total pension in Toronto today is \$30 a week which
19 was formerly \$70 a week. I say no man can live on \$30
20 a week today, that is a man in the position I am now
21 in with a young family and many more men too.

22 MR. POLLOCK: This \$70 a week
23 pension is what is paid out of the plan, for example,
24 what are your contributions per week to the pension
25 plan?

26 MR. MOORE: That varies with your
27 earnings. Here is my union card for 1963 and one
28 month I paid \$24.04, the next month the same, the next
29 month was \$28.60 down to \$20, and then I was sick and
30 down to \$13.40 and I paid \$40 and another month was



1 \$50.

2 THE COMMISSIONER: A month?

3 MR. MOORE: Yes, sir --- \$22.80. This
4 particular card here ---

5 MR. POLLOCK: Well, can we identify
6 that and mark it as Exhibit 2?

7 MR. MOORE: Yes.

8

9 ---EXHIBIT NO. 2: International Typographical
10 Union membership card for
11 1963.

12

13 MR. MOORE: My total payments were
14 roughly \$9.00 a week for that year and into the
15 pension I paid \$306.75 that year. This is for one
16 year.

17

18 THE COMMISSIONER: That is \$700 and
19 some.

20

21 MR. MOORE: No, the total amount was
22 \$436, and of that amount \$360 went into the pension
23 and mortuary fund. When we lost our jobs we just lost
24 \$40 a week --- from \$70 to \$30 a week and that is all
25 we can accept now.

26

27 Then, of course, I was on the picket
28 line for 15 months on nights from 11 at night until
29 3 in the morning, from 3 in the morning until 7 in the
30 morning all winter long, and that is pretty cold hours
to be out on the picket line and in 15 months the
union decided they were going to strike John Bassett,
they were going to close him up. They thought Mr.
Bassett was the weak link and he would give in or it would



1 bankrupt him. So they decided they would take 198 men
2 off this picket line and demand that they go from door
3 to door asking people not to subscribe to the Telegram.
4 If you took the Globe and the Star, that was fine. So
5 here I am a Telegram man supposed to go to a door and
6 ask a householder not to buy the Telegram. Of course,
7 I refused. I said, "If you want me to go against
8 buying the Star or the Globe, I don't mind that so
9 much, but I am damned if I will go against the Telegram."
10 So I was fined seven days' pay. That was \$106 --- I was
11 deducted \$18 a day strike pay.

12 That gave me a very good excuse to
13 go back to work.

14 THE COMMISSIONER: Where was that
15 fine imposed?

16 MR. MOORE: That was imposed by the
17 international for refusing to obey an assignment and,
18 of course, I didn't receive strike pay, that was all,
19 they just deduct strike pay ---- you don't receive the
20 money.

21 MR. POLLOCK: Do you have to go
22 through some picketing duties to get this strike pay?

23 MR. MOORE: All assignments. Whatever
24 you are assigned to do whether you are assigned to carry
25 a placard in front of Queen's Park which they have
26 done all summer or go and picket a building or go and
27 distribute handbills. One assignment we had we were
28 all distributed with a red sticker about six inches by
29 two and a half and it had on it "Please don't buy the
30 Tely". We were all given a district and my district was



1 from Bloor to Dovercourt and Davenport and I had to go
2 to every post and affix one of these stickers to it.
3 We were to start at eight o'clock in the morning. I
4 said, "That is against the law, you don't go around
5 sticking stickers on all kinds of posts". Every post
6 and building we were to apply these stickers and, of
7 course, I refused to do it. I threw mine in the
8 garbage pail, but 60-some-odd members were fined in the
9 court here for defacing public property. There were
10 60-some-odd picked up because they were out at eight
11 o'clock in the morning and fortunately the Telegram was
12 tipped off what was going to happen, so the police
13 were looking for them and they just followed them along
14 and picked them up and that was all. The fine was a
15 paltry fine and the union paid the fine, it may have
16 been \$15 and costs or whatever it was, but there was
17 nothing ever said about it. That was another one of
18 our assignments which I didn't follow either.

19 Then I had had enough by this time
20 with the seven-days' loss of strike pay and the 101
21 things that had been going on. I knew the chaps who
22 committed arson who burned the paper down here in the
23 C.P.R. I knew who they are. I knew who was throwing
24 the Molotov cocktails through the windows and who were
25 putting nails in the tires and who were painting signs
26 and stealing papers. Most of them came from the
27 Telegram. I am not very proud to say it, but there
28 were a few from the Star too and some of them are still
29 around Toronto, but most of them have gone to Detroit.
30 They seemed to like this, these young fellows liked



1 stealing papers and overturning boxes and doing these
2 unlawful acts. I warned them and I said, "This is
3 wrong, we are antagonizing the people who we shouldn't
4 antagonize." They were going down following traffic
5 and slowing down traffic so people were delayed in
6 getting home on the streetcars at night. They were
7 not on a conservative strike at all.

8 THE COMMISSIONER: How were they
9 slowing the traffic down?

10 MR. MOORE: They all bring their cars
11 down and get in front of the streetcar and keep going
12 around and keep it fouled up. I think it was three
13 times they did this downtown, but the police were
14 alerted to most of these things and managed to sidetrack
15 them, but they got away with what they could.

16 I have no idea how many offences the newspapers
17 had against them and it could not have been anybody
18 else than these people who were out on strike. I have
19 seen them throwing tackson the ramps. I warned them
20 that it was not right. By this time I had had enough
21 --- I had had enough of the I.T.U., so I went to work
22 for the Star. Without any warning, of course, I was
23 aware that as soon as a picket line is crossed you
24 are termed a rat and subject to a \$5,000 fine and
25 denied all. benefits. That is the penalty you pay if
26 you cross a picket line. I was well aware of that.

27 MR. POLLOCK: You went back to work
28 on October the 5th, 1965?

29 MR. MOORE: Yes, 15 months after.
30



1 Of course, the literature goes out and the picket
2 line harrassment comes out. I am old enough to be
3 a grandfather to some of these young fellows. I have
4 been more years in the union than they have been in
5 months. I don't drive an automobile. I take public
6 transportation, but I am able to look after myself.
7 I was, however, kind of annoyed by this --- may I show
8 you this?

9 MR. POLLOCK: Well, if you just
10 indicate what it is.

11 MR. MOORE: It is No. 4-A. This
12 was handed out in front of the newspapers and also
13 inserted in the letter box of my neighbours where I
14 live and it says:

15 "Is it true that the thought
16 of rehiring 'rat' W. Moore was
17 so obnoxious even to the Tely,
18 they sloughed him off on the
19 Star? Boy, what a commitment
20 the Tely must have from the
21 Star!!!"

22 I have been a member in good standing for all these
23 years, known as a printer, and as soon as I cross
24 their picket line that is the kind of person I am.

25 Then I come to the document numbered
26 4-B. This is the Dishonour Roll of all the men who
27 returned to work. To show how original they are, there
28 is a quotation from Jack London dated 1905, so they
29 are pretty hard up for material when they need to go
30



1 back to 1905 to find out something to say about a man
2 who goes to work.

3 MR. POLLOCK: And this was distributed
4 to the people at the place of your employment and also
5 in your neighbourhood?

6 MR. MOORE: All my neighbours. Of
7 course, all my neighbours were astonished. They could
8 not understand it. I don't suppose that more than a
9 few people paid attention to it. Then, of course, the
10 phone calls came at home --- phone calls all hours of
11 the day and night and nothing is said but someone
12 breathing deeply in the phone and, of course, hanging
13 up as soon as somebody says, "Hello".

14 Then, I had belonged to the credit
15 union at the Telegram. I spent about \$20 a week when
16 I was employed there and as soon as I went back to
17 work I started to pay them \$10. The first thing that
18 happened was a garnishee of wages ---- \$40 a week was
19 the garnishee. I went to the bank and got enough
20 money to pay them off.

21 When this strike first started our
22 strike pay was delayed for two weeks, so the union said,
23 "Anyone who wants \$50 come over and you can have it",
24 so we all trooped over and got the \$50 and spent it
25 like everyone else. In the meantime I had been an
26 election court judge and I had received \$16 for this
27 day's pay, so I gave it to the secretary because I owed
28 him \$50. By and by I got a notice, a summons in
29 Division Court. I am sued for \$34, the balance of this
30 \$50.



1 THE COMMISSIONER: Was that the credit
2 union?

3 MR. MOORE: No, this was the \$50 we
4 had borrowed on our strike pay.

5 THE COMMISSIONER: From whom?

6 MR. MODRE: From the union.

7 THE COMMISSIONER: Who took the
8 action?

9 MR. MOORE: The Toronto Typographical
10 Union.

11 MR. POLLOCK: How long a time after
12 was that?

13 MR. MOORE: This was last December,
14 so that would be 26 months after. There were 30 cases
15 on the docket, and the I.T.U. was the lowest amount on
16 the docket --- \$34.

17 THE COMMISSIONER: Is that a corporation?

18 MR. MOORE: No.

19 THE COMMISSIONER: Did it bring this
20 action in its own name?

21 MR. MOORE: Yes, Typographical Union
22 against Walter H. Moore. So, I got a solicitor and
23 we sued -- it was for \$180 which was two weeks' strike
24 pay which I had lost by going to work again. The two
25 weeks' strike pay was held back from me. We went into
26 court and we were the last place on the docket. This
27 was about two o'clock. So the lawyer came over to me
28 and he said, "I am going to wrap this thing up. They
29 can't sue you and you can't sue them". So, when my
30 case came up he pointed out to the judge that they were



1 not a legal entity and could not be sued and they could
2 not sue me, so it was thrown out. The President of the
3 Toronto Typographical Union and the Secretary-Treasurer
4 sat in that courtroom from a quarter to ten in the
5 morning until a quarter to two with their briefcases
6 beside them to get me for \$34. So, I think that
7 explains what type of men they are. After all, I lost
8 \$180 and I lost \$108 for refusing to obey their
9 orders, and they go and sue me for \$34. I thought it
10 was pretty paltry, and I still think so too.

11 That ends my association with the
12 Toronto Typographical Union. It has ended there now.
13 There are no more lawsuits concerning the Typographical
14 Union and myself. I am not going to sue them and they
15 are not going to sue me, because I understand they
16 are not sueable, and that is why I am here. I want to
17 know why a Canadian has to be under the authority of
18 those of another country.

19 THE COMMISSIONER: Well, you remember
20 you went to Buffalo.

21 MR. MOORE: Right, for the sole
22 reason that Toronto was known as the finest printing
23 town on the North American continent prior to the 1921
24 strike called by the Typographical Union. They ruined
25 this city and it never came back. In 1934 and 1937
26 they struck Oshawa and London and they were never
27 recovered, though I believe Oshawa has a union of some
28 sort today. In 1948 they struck Ottawa, Hamilton,
29 Winnipeg, Edmonton, Vancouver and they lost that strike.
30 Now, in 1964 they struck the Telegram, the Star and the



1 Globe & Mail and they have not won a strike in this
2 country for 45 years.

3 THE COMMISSIONER: Yes, they struck
4 the Winnipeg Free Press.

5 MR. MOORE: Yes, that was in 1948 when
6 they struck the Southam chain, and they lost them all.
7 Prior to the 1964 strike in Toronto, the Toronto
8 printers had the finest contract on the continent too.
9 They had a finer contract than New York or any American
10 city, with greater benefits. We were receiving more
11 money than most of them --- outside of New York --- more
12 money and better hours. For some reason or other the
13 Canadian printers never realized that the American
14 unions have no use for them.

15 THE COMMISSIONER: What do you mean by
16 the American unions?

17 MR. MOORE: The international union,
18 the Typographical Union has no use for Canadians.
19 Otherwise, surely they would not have struck all these
20 cities.

21 THE COMMISSIONER: What about the
22 strikes in the United States: Have they been comparable?

23 MR. MOORE: They have 35 strikes on
24 in the United States at the present time.

25 THE COMMISSIONER: Against newspapers?

26 MR. MOORE: Yes, newspapers and
27 commercial printers. That is in Exhibit 6-C.

28 MR. POLLOCK: And that is the
29 International Typographical Union Bulletin?

30 MR. MOORE: Yes, that is the bulletin.



1 In this particular issue ---

2 MR. POLLOCK: You are reading from
3 what page now?

4 MR. MOORE: It is page 36.

5 MR. POLLOCK: It looks like a financial
6 report.

7 MR. MOORE: Yes.

8 MR. POLLOCK: A monthly financial
9 report?

10 MR. MOORE: Yes. In this column here
11 they have spent \$308,978.20 --- this is benefits.
12 Under special assessments it is \$93,000. So, that
13 brings it up to \$400,000 for one month.

14 MR. POLLOCK: There is a column here
15 headed "Special Assistance" and another one under
16 "Strike Benefit Fund" which lists the strikes at
17 New York, Louisville, Dayton, San Bernadino, Toronto,
18 Norwich, Scranton, Hamilton --- is that Hamilton,
19 Ontario?

20 MR. MOORE: Yes. That has been
21 going on since 1948.

22 MR. POLLOCK: What strike is that?

23 MR. MOORE: The 1948 strike.

24 THE COMMISSIONER: Against what
25 newspaper?

26 MR. MOORE: The Hamilton Spectator.

27 MR. POLLOCK: I see they only paid
28 out \$475.60 --- there can't be many there.

29 MR. MOORE: Well, it is the same as
30 Winnipeg and Ottawa.



1 MR. POLLOCK: Jacques-Cartier,
2 Tacoma, San Antonio, Dallas, Winnipeg, Seattle, Sioux
3 Falls, Binghamton, Pensacola, Lawrence, West Palm
4 Beach, Lafayette, Lakeland, Gainesville, Kingsport,
5 Oshawa, and Chicago and Toronto again. I guess with
6 an "M" beside it that means mailers.

7 MR. MOORE: Mailers.

8 MR. POLLOCK: Then Sylacauga Chapel,
9 wherever that is.

10 January, 1967 and the report for ---
11 what is this --- report ending November the 20th, 1966,
12 they expended \$65,000 in benefits to the Toronto I.T.U.
13 and \$52,000 in benefits to the mailers, and Toronto
14 does not appear in this special assistance group.

15 MR. MOORE: No. Even Honolulu is
16 on strike, by the way, too. Throughout the
17 jurisdiction, as a rule, there are some 30 or 35
18 strikes on at all times ---- these strikes --- well,
19 Hamilton and Winnipeg are local strikes, they have
20 been on since 1948, and the same at West Palm Beach
21 and Pensacola; they have been going on since the
22 forties. They just carry on and carry on until the
23 membership dies away.

24 MR. POLLOCK: If those figures are
25 approximate averages, that would be approximately
26 \$100,000 in strike benefits to both the two Toronto
27 unions that are on strike a month, which is \$1,200,000.
28 a year ---- if they pay \$100,000 a month in twelve
29 months that is \$1,200,000.
30



1 MR. MOORE: I am wrong now, I am
2 confused with this. Here is August, 1965, and it is
3 the same setup.

4 MR. POLLOCK: In the same journal?

5 MR. MOORE: \$1,245,000 and the
6 mailers got \$60,679. So, it is a decrease from \$145,000
7 to the last one here.

8 MR. POLLOCK: And that is approximately
9 \$62,000?

10 MR. MOORE: Yes, \$62,000.

/FN/SS 11 This is the journal too, May, 1966.

12 MR. POLLOCK: Is there a number on
13 that?

14 MR. MOORE: This is 6-B. Toronto in
15 this month received \$75,000, also \$10,000 over
16 here which is \$85,000.

17 MR. POLLOCK: "Over here" is in
18 "Special Assistance"?

19 MR. MOORE: Yes, and the mailers got
20 \$49,000. In their financial statement yearly there
21 was \$10 million spent in the second year of the
22 strike. It ran about \$5 million.

23 THE COMMISSIONER: Do they cover most
24 of the newspapers in the United States?

25 MR. MOORE: Yes. I know of no
26 metropolitan newspaper in the United States that isn't
27 covered by contract with the International Typographical
28 Union.

29 THE COMMISSIONER: Do they have
30 investments or reserves?



1 MR. MOORE: No investments of any kind.
2 All their money is derived from union dues. When
3 Chicago was on strike in 1948 or 1949 I paid as high
4 as \$17.70 a month dues. We paid 7% assessment. These
5 assessments vary each month. They are published each
6 month in the journal here also, the rate of assessment.
7 The rate of assessment at the present time is running
8 around 3½% to 4%. Generally it runs around 4%.

9 MR. POLLOCK: 4% of what?

10 MR. MOORE: Of your total earnings.
11 There are no deductions of any kind, that is your total
12 earnings. You pay union dues on your gratuity at
13 Christmas, any gifts or benefits you pay union dues on
14 that too. There is absolutely no deduction. That is
15 set each month here. It is in here somewhere. Here
16 it is.

17 MR. POLLOCK: You are showing me a
18 2½% for pension and mortuary, 1% for strike benefit
19 fund and ½% for defence fund and a total per capita
20 assessment of 4% and that, you say, is of your annual
21 earnings.

22 MR. MOORE: Your weekly earnings ---
23 well, yes.

24 MR. POLLOCK: In a year it would be
25 your annual earnings.

26 MR. MOORE: Yes. Your dues are
27 payable monthly and if your dues are not paid you just
28 don't work. It is as simple as that. If the dues
29 aren't paid before the 10th of the month there is no
30 use in you saying, "I am unable to pay them", or, "I



1 have had some misfortune", that is not acceptable.

2 THE COMMISSIONER: How do you mean you
3 don't work? Do they notify the employer?

4 MR. MOORE: I have never seen one
5 person dare defy them. You understand that you are
6 suspended and you are not allowed to work.

7 THE COMMISSIONER: That is suspended
8 from your union?

9 MR. MOORE: From working in that
10 particular chapel.

11 THE COMMISSIONER: If they tell you
12 you are suspended, is that sufficient to induce you to
13 leave the work?

14 MR. POLLOCK: He has to leave it, I
15 think. In fact, if they suspend you from the union they
16 pull your card and you can't work in the plant.

17 MR. MOORE: That is right.

18 THE COMMISSIONER: It is a union
19 shop, then?

20 MR. MOORE: Closed shop.

21 THE COMMISSIONER: Then they would
22 notify the employer?

23 MR. MOORE: Newspapers do not have a
24 checkoff system for the collection of dues. They are
25 one of the few unions that collect dues themselves.
26 There is that personal touch. The chairman comes to
27 you and says, "Your dues are \$40" or \$35 or whatever
28 it is, and you pay him. That is it.

29 MR. POLLOCK: I see in Exhibit 6-A
30 which is another copy of the Typographical Journal that



1 of those dues that you pay for every dollar that you
2 do pay 56½% goes to pension benefits, 27½% ---- these
3 figures are approximate ---- goes to strike benefits
4 and 3½% goes to mortuary benefits and 12½% for other
5 administrative expenses. So that in essence 27% of the
6 dues goes into the strike benefit fund and is returned
7 in some cases to those who are involved in prolonged
8 strikes.

9 In the general balance sheet of the
10 month ending November the 25th, 1966 in Exhibit 6-C on
11 page 31 I see that on the expense side of the sheet
12 there is a strike benefit fund of \$308,999 and on the
13 income side strike benefit fund of \$664,414, so there
14 is approximately twice as much collected in the strike
15 benefit fund for this month than was paid out.

16 MR. MOORE: It showed an increase in
17 that particular month.

18 MR. POLLOCK: Yes. I am still
19 wondering where you get your \$10 million figure from,
20 even assuming that you have the maximum payment of
21 \$100,000 for the main union, if we can call them that,
22 and \$50,000 for the mailers per month. Was it ever
23 any higher than that to your knowledge?

24 MR. MOORE: This strike benefit
25 fund has a floor and a ceiling on it and when it falls
26 below a certain amount of money then the assessment
27 on your union dues is raised and that is where it gives
28 them the ability to be able to maintain a huge defence
29 fund. You will notice these monthly benefits in this
30 particular month it is \$380,000, which is a third of a



1 million dollars and that was only for one month, which
2 has been spent out. In that particular issue they
3 had to borrow \$1 million from the pension fund because
4 the strike benefit fund was not large enough to carry
5 all the payments. They borrow money from one fund
6 for another fund.

7 THE COMMISSIONER: They keep the
8 funds separate, of course?

9 MR. POLLOCK: I see they do make a
10 pretty full disclosure of how much money is expended
11 in the various areas on the strike benefit fund and
12 you don't quarrel with those figures?

13 MR. MOORE: No, I have no way of
14 checking them, we accept that.

15 MR. POLLOCK: So even at the peak
16 period which I take it was in the earliest day of the
17 strike in 6-A which is August, 1965, which is a year
18 after this strike commenced, approximately, they were
19 paying approximately \$200,000 to both unions in
20 aggregate. That is about \$2 million.

21 MR. MOORE: Yes, and that is very
22 conservative because the Secretary-Treasurer in his
23 annual report --- and it was published in the daily
24 press that the union had spent in Toronto over \$10
25 million.

26 THE COMMISSIONER: Where does he
27 make that statement?

28 MR. MOORE: That was in the daily
29 press. It was published by the Secretary-Treasurer
30 which unfortunately I don't have.



1 THE COMMISSIONER: Is that the
2 Secretary of this union?

3 MR. MOORE: The International
4 Secretary.

5 MR. PCLLOCK: Do you think if the
6 union in Toronto was without international affiliation
7 they could afford to pay those kind of benefits?

8 MR. MOORE: Well, sir, if it wasn't
9 for those kind of benefits there would be no strike
10 because men would not stay on the picket line for 15
11 months and for two years ---- basically today the men
12 are nothing but trash and the culls of the union because
13 they are satisfied to stay here and most of them are
14 unemployable, although I may say they are all driving
15 trucks and having jobs on the side and they are
16 satisfied to stay there. Most of them have their wives
17 out working and they have a part-time job. They have it
18 made, they say. Why would they go back?

19 THE COMMISSIONER: The part-time
20 job doesn't affect the pension?

21 MR. MOORE: No, it doesn't affect any
22 of their strike pay. If it is raining they don't go
23 out on the strike. They don't go out on the picket
24 line when it is raining and they don't go out on
25 Saturday mornings or Sundays and if it is a nice day
26 they go up to Queen's Park and if they don't feel very
27 well they are not out there, that is all.

28 THE COMMISSIONER: Do they maintain
29 a picket line yet?

30 MR. MOORE: Yes.



1 THE COMMISSIONER: How many men would
2 be on it?

3 MR. MOORE: It depends on the weather.
4 When I leave the Star at eight o'clock in the morning
5 there may be two if it is a cold morning. If it is a
6 very cold morning there are none, but on a nice, sunny
7 day there are a dozen out there, and on Friday which is
8 the day they receive their strike benefits there may
9 be 30 down there.

10 THE COMMISSIONER: I was wondering
11 whether they still maintained a line in Ottawa against
12 the Citizen.

13 MR. MOORE: No, they all died out
14 finally. The only money that is expended in Ottawa
15 now and Winnipeg and Hamilton and Vancouver is either
16 for office rent or there may be a couple of pensioners
17 who rather than go on the pension are receiving strike
18 pay.

19 THE COMMISSIONER: But they did
20 maintain that in Ottawa for some years?

21 MR. MOORE: Oh, yes, until everyone
22 leaves, that is all. In this case the young fellows
23 generally leave first and the older men remain who
24 don't think they should change. That is why I didn't
25 go across a line for two reasons.

26 MR. POLLOCK: By "across the line" you
27 mean the United States?

28 MR. MOORE: Yes. I have a little girl
29 who is a very sick girl, I can't get her over there,
30 they won't accept her, and another reason why should I?



1 I lost my job in this city, one of the best jobs a
2 working man ever had over the instructions of Elmer
3 Brown. Now, why should I go over there and put myself
4 under his domination again? I don't intend to.

5 There was something else, Mr. Pollock,
6 we were going to discuss.

7 MR. POLLOCK: You said earlier --- and
8 I am rather interested in this aspect of it --- going
9 back into the history of the negotiations and I can
10 only have my recollection to go by and the things I
11 have read in the newspapers which in this particular
12 case may not be an accurate source, but as I understand
13 the main question was the jurisdiction over the computer
14 that would punch out this tape and feed it then into
15 the typesetting machinery which, interestingly enough,
16 is something that I notice by flipping through these
17 magazines. There are advertisements for this type of
18 machinery in the Typographical Journal.

19 MR. MOORE: Perforators, they call
20 them.

21 MR. POLLOCK: So that was the dispute
22 as to who had jurisdiction over that equipment when it
23 went in?

24 MR. MOORE: That was not the equipment,
25 sir. They had that equipment in there and they were
26 training these men on this. It is just the same as a
27 keyboard and they punch this tape out like a player
28 piano or like any musical instruments that are run by
29 wind and the men were being taught, the publishers
30 allowed them a limited time, put them on to learn, the



1 better men, and there was no dispute over that. It was
2 this monster that was to come in which would take this
3 tape which is fed into the computer, it divides the
4 words ---

5 MR. POLLOCK: It justifies.

6 MR. MOORE: Justifies the lines and
7 divides the lines and that goes into the computer first.
8 After the girls type it out it is fed into the computer
9 and then it is taken off and run through the machine.
10 Now, the question was who was going to man the computer?
11 No one had ever seen a computer, they weren't even in
12 the building, none of the firms had a computer, but
13 the point was when they got it who was going to control
14 it?

15 MR. POLLOCK: Do I understand you to
16 say that for a period of time they had already used
17 this punch tape system?

18 MR. MOORE: Oh, yes, that is correct.
19 I would say a year that the punches were in there and
20 the men were performing there and these machines were
21 producing the type. It was a novelty, something we had
22 never seen before, obviously, a machine standing by
23 itself and the keys going up and down. It was
24 fantastic, you would hardly believe it.

25 MR. POLLOCK: Like a player piano?

26 MR. MOORE: Yes, exactly. To the men
27 it was a novelty and a man sitting at a little keyboard
28 about this big, it was rather odd to see when you could
29 see a girl who could bang those typewriter keys so
30 fast it was fantastic, but the men were allowed to do



1 it and had jurisdiction over it. It was the computer
2 which no one had seen and that was the contention.
3 The publisher said, "We will put a man on, pay him
4 union wages", and I would say, "I don't care if he
5 scrubs the floor as long as he gets union wages". They
6 don't need a man on a computer, they don't need a man
7 on the computer, there is no attendant on the computer.
8 It is under supervision, but there is no one sitting
9 there like we are today watching the machine and that
10 is what the basic issue was over, who was to have
11 control of the computer.

12 THE COMMISSIONER: You mean one man?

13 MR. MOORE: The I.T.U. wanted
14 jurisdiction and they wanted their men.

15 THE COMMISSIONER: How many men were
16 involved ?

17 MR. MOORE: I would imagine it would
18 need three in 24 hours. There were three shifts on a
19 newspaper. We have 24-hour production, so I would
20 imagine there were three men with nothing to do. The
21 computer doesn't need any attention.

22 THE COMMISSIONER: That was the
23 essence of the dispute?

24 MR. MOORE: That was what everyone
25 was afraid of, was the computer.

26 THE COMMISSIONER: That is, they were
27 afraid of the type of man or the class of man or the
28 status of the man who watched it?

29 MR. MOORE: That is correct, sir.
30 Yet, the computer has made more work and making more



1 work today --- if we had had control of it and stayed
2 in they wouldn't have had enough men to man the plant.
3 There wouldn't have been enough printers in the Province
4 of Ontario, and I doubt in the Dominion of Canada, to
5 man a plant today under the system we had. But when
6 we walked out the featherbedding went with it too.

7 MR. POLLOCK: Which is another type
8 of make-work?

9 MR. MOORE: Yes, and I must say I
10 had a few days' work out of it when I was subbing.

11 MR. POLLOCK: What does that mean?

12 MR. MOORE: When I was roaming around
13 the country. I was not looking for a steady job. I
14 was a tramp printer and I didn't stay any longer than
15 I liked to in any one city.

16 MR. POLLOCK: A sub from what
17 limited knowledge I have is, for example, where a regular
18 printer does not work that day he will arrange
19 for a sub to come in and take his place in the line.

20 MR. MOORE: That is correct, and
21 also with extra work they put extra men on. They might
22 put one man or two men, or they might hire every sub
23 on the floor. Lots of times a foreman will say, "Put
24 everybody on" ---- there is extra work to do so they
25 put everybody on. This is common practice.

26 MR. POLLOCK: There was a phrase
27 I am not sure about called "mat-ad reproduction" which
28 came out in that dispute which I think in some way
29 was related to featherbedding or bogus setting or
30 whatever these terms are.



1 MR. MOORE: In essence, I believe
2 printers had a ground to stand on. The procedure of
3 a newspaper, when a mat is supplied ----

4 MR. POLLOCK: What is a mat?

5 MR. MOORE: Material that has been
6 sent from outside the shop --- out in some office, in
7 trade plants or something.

8 MR. POLLOCK: The type, for example,
9 an advertisement for People's Credit Jewellers would
10 be set in a plant --- they would set the type?

11 MR. MOORE: Yes, they specialize in
12 that.

13 MR. POLLOCK: And they would press it
14 into some kind of a composite board --- cardboard or
15 something, and from that board many copies would be
16 made and circulated to different newspapers, and you
17 would not have to set that type again --- I don't
18 know whether you pour lead into it and make a ----

19 MR. MOORE: Yes, that is right.
20 That deprived a printer out of work; that mat would
21 go to the three newspapers, and the newspaper publisher
22 would take this mat, and at no cost to him reproduce
23 it in the newspaper. We always maintained that if the
24 publisher was going to be paid for this material, then
25 it should be set up in type, that he should not get ----
26 I won't say get the gravy --- but a man would get his
27 work done in a plant that was paying smaller wages,
28 bring it into the newspaper, and the newspapers ----
29 the three of them do it today --- they just change
30 mats from one to another just like that.



1 MR. POLLOCK: These mats are
2 originally set in plants that do employ members of the
3 I.T.U.?

4 MR. MOORE: That is correct. In some
5 cases when we are very busy a newspaper will set up
6 ad ---- perhaps Honest Ed's or somebody else ---- and
7 the Telegram will furnish the Star and the Globe with
8 the mat for reproduction. Then, these three newspapers
9 --- the other two would have the mat.

10 THE COMMISSIONER: That is a mat
11 without the lead type?

12 MR. MOORE: That is right.

13 MR. POLLOCK: They don't have to set
14 the type, they just pour it?

15 MR. MOORE: They pour hot metal over
16 it.

17 THE COMMISSIONER: The patterns are
18 in the mat?

19 MR. MOORE: That is correct.

20 MR. POLLOCK: Hearing that example
21 further, when this mat comes over, for example, if they
22 are in a rush for it and they want it Saturday, the
23 union does not object to printing, the employment of
24 this man; they say sometimes, "Put this on the pile and
25 sometime we will set this type up", and they set it up
26 exactly and test it out and everything like that.

27 MR. MOORE: And proofread it.

28 MR. POLLOCK: And then throw it in
29 the hell box --- is that what it is called?

30 MR. MOORE: Push it right through.



1 THE COMMISSIONER: And you mean that
2 is wasted?

3 MR. MOORE: I am afraid I will
4 agree with you.

5 THE COMMISSIONER: I am reading about
6 the inefficiency of the London, England newspapers ----
7 the threat of bankruptcy because of, I suppose,
8 unnecessary expenses.

9 MR. MOORE: I have worked in London,
10 England, and I must say they are very peculiar people.

11 THE COMMISSIONER: That has been
12 evidenced.

13 MR. MOORE: What with the tea-break
14 and the music while you work and the rate of speed ---
15 in fact, if I may recount a little incident, I was
16 working beside the foreman's desk and the phone would
17 ring and he would say, "Oh, bosh". He would not answer
18 the phone because he was too busy. A girl would come
19 up with her arm full of work and he would say, "Too
20 busy to see you today. You will have to come back
21 again", and she would say, "Oh, yes", and away she
22 would go. That was the common thing. There was no
23 place to go. They could not take it anywhere else
24 because everybody else treated her the same way. He
25 would not even answer the phone because he was too
26 busy.

27 MR. POLLOCK: Getting back to this
28 particular strike I think one of the positions in the
29 settlement of newspapers was that you eliminate this
30 bogus setting.



1 MR. MOORE: This was not a contentious
2 problem. The newspapers were quite willing --- this
3 was in the contract and it was accepted.

4 MR. POLLOCK: It was accepted there
5 would be no more bogus setting, or just as far as the
6 mat-ad reproductions?

7 MR. MOORE: The mat-ad reproductions
8 was in the clause. All the benefits were there, the
9 mat-ad clause, the month's holiday with pay, the
10 differentials in the shifts were in there. It all was
11 based on this mysterious monster. No one to this day
12 knows or can tell what was in Elmer Brown's mind when
13 he refused to sign this contract, to ratify it, why
14 he sent it back three times. Mr. Bassett says here ---
15 this is Mr. Bassett and it was published in the daily
16 press too.

17 MR. POLLOCK: You are reading from
18 what number?

19 MR. MOORE: This is 3-C, and he says:
20 "Telegram employees on the
21 picket line have been badly
22 led and advised. At no time
23 during the whole dispute
24 have union leaders permitted
25 a secret ballot."

26 We never voted on this thing on a secret ballot. It was
27 never voted on.

28 MR. POLLOCK: I thought it was voted
29 on.
30



1 MR. MOORE: Never by ballot. It was
2 a standing vote in all cases. Of course, the union
3 claimed we were locked out. When they call it a
4 lockout, a secret vote is not required. We walked out.
5 We were not locked out. We just walked off the job and
6 left.

7 "The Toronto publishers
8 believe that if the fear of
9 loss of employment because
10 of automation can be removed,
11 then its impact can be judged
12 calmly. But first, this fear
13 must be removed.

14 "It was for this reason
15 that the publishers proposed
16 a lifetime job guarantee."
17 They guaranteed a lifetime job.

18 MR. POLLOCK: They guaranteed a
19 lifetime job to those printers already hired?

20 MR. MOORE: Yes, if by a process
21 of elimination ---- they would not necessarily hire
22 new men.

23 MR. POLLOCK: Let me understand that,
24 so that the size of the local would slowly by attrition
25 decrease and therefore I assume the size of the
26 international would slowly decrease? I mean, first of
27 all, let me ask you another question: Is there a
28 provision in your collective agreement or was there a
29 provision in the collective agreement before this
30 particular strike which determined the size of the unit?



1 MR. MOORE: No. The size of the
2 chapel was determined by the production of work, but
3 there was no retirement age. We had men working at 82
4 and 85 and you will find some 90-odd just retiring now.

5 MR. POLLOCK: I understood you could
6 not lay anybody off as long as the production was kept
7 up.

8 MR. MOORE: That is correct.

9 MR. POLLOCK: And the production was
10 always kept up?

11 MR. MOORE: That was looked after.

12 MR. POLLOCK: You made sure about that?

13 MR. MOORE: In many cases in the United
14 States this reproduction has been there for years and
15 years. It has never caught up. It would be impossible
16 to catch it up.

17 MR. POLLOCK: There would never be a
18 layoff.

19 MR. MOORE: No, because as long as
20 this work is there the contract claims there is work
21 and there are always mat-ads --- very seldom, but
22 there have been layoffs in the three Toronto
23 newspapers. They would put the pressure on and it
24 all had to be cleared up and they may lay off or retire
25 some men, but in a very short time they would be back
26 in full employment.

27 MR. POLLOCK: That is the reason
28 why, in relation to the guarantee of employment that
29 he was giving, he wanted to eliminate all the feather-
30 bedding so that eventually he could reduce the size of



1 the work force?

2 MR. MOORE: As the computer took
3 over, and they got it ironed out and got it working
4 properly, that a year at a time the staff would
5 decrease, but he did not say it would. It was possible,
6 if necessary, to do that. The workload has increased
7 today. There is no shortage of printing of ads in
8 newspapers.

9 MR. POLLOCK: But if they were all
10 set by mat-ad reproduction or the mat-ad system, and
11 there was not any setting of the type later on, then
12 that particular area of printer involvement would
13 disappear.

14 MR. MOORE: Well, naturally Elmer
15 Brown at a convention six or eight years ago claimed
16 that this mat-ad contract should be sold; we should
17 barter for a larger pension and for benefits, and the
18 membership turned it down. This mat-ad, by the way,
19 was drawn up by Mr. Joseph Atkinson, the first Mr.
20 Atkinson. It was Mr. Atkinson who devised this clause
21 of what you call featherbedding or mat reproduction.
22 He was the originator of it and it was in all contracts
23 in the United States. That is where it came from. It
24 did not come from the labour force. It came from a
25 publisher himself.

26 MR. POLLOCK: There was another issue
27 that I recall: One about the chairmen or foremen?

28 MR. MOORE: Chairmen.

29 MR. POLLOCK: In the printing industry
30 it seems to be a unique situation where the foreman is



1 a member of the union.

2 MR. MOORE: That was necessary.

3 MR. POLLOCK: I never ever figured out
4 how they got certified by the Labour Relations Board in
5 that regard, but that is another matter. As I under-
6 stand it, the position of the newspapers was that to
7 preserve the management-employee relationship, to also
8 ensure the safety of the machinery, that the foreman
9 in the plant be a non-union member; is that right?

10 MR. MOORE: It was a rather peculiar
11 situation for a foreman to be in. He was a union man
12 and yet he was on management's side, and no man can
13 serve two masters, but that is the position he was in.
14 In the case of a newspaper chapel, if I wanted to go
15 and speak to the superintendent, unless it was on very
16 personal business --- maybe to say hello to him --- I
17 was not allowed to talk to him unless the chapel
18 chairman was there. No one was. You could not go and
19 talk to the superintendent unless the chairman was
20 with you.

21 THE COMMISSIONER: The chairman?

22 MR. POLLOCK: The chapel chairman.

23 MR. MCORE: He was elected by the
24 members of the chapel. He collected all dues and
25 interpreted the union laws. He did the hiring.

26 THE COMMISSIONER: On the basis of
27 if you had any complaint to take to the superintendent
28 it had to be done through him?

29 MR. MOORE: That is right, sir. The
30



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Moore

1 chapel chairman was the man to see. He did all the work
2 and he interceded for management and he was the union
3 representative.

/FN/SS 4 MR. POLLOCK: Then that was another
5 claim that the newspapers had as a term of this
6 settlement.

7 MR. MOORE: Yes, the featherbedding
8 and the superintendent was in a later agreement after
9 Brown had turned down the three originals. Then the
10 publishers gave us a contract and that was what was in
11 the contract, the elimination of featherbedding, the
12 foremen appointed by management and that was when, of
13 course, by that time all proceedings had broken down.

14 MR. POLLOCK: The strike had been on
15 for some time?

16 MR. MOORE: Yes, it was on for --- I
17 believe Mr. Bassett, this letter 3-A dated August the
18 5th, 1964, it was a month after. In that letter he
19 asked us all to come back to work. Mr. Bassett said:

20 "Unfortunately,
21 negotiations were broken
22 off yesterday between local
23 91 of the ITU and the publi-
24 shers after 22 months of
25 bargaining."

26 They had been bargaining for 22 months:

27 "I enclose a clipping
28 from page seven of today's
29 Telegram which might be of
30 some interest to you, and the



1 purpose of this letter is to
2 invite you to return to The
3 Telegram and take up your
4 regular employment. I recognize
5 that by taking up your job
6 again there may be some
7 difficulties involved with local
8 91 of the ITU, but my concern
9 is with those who have worked
10 here on this newspaper and with
11 their present cessation of work
12 due to the strike.

13 "Until such time as a
14 settlement is reached between
15 the union and the three Toronto
16 newspapers, I believe it is
17 my responsibility as publisher
18 of The Telegram to make it clear
19 to each employee of the composing
20 room that his job is available.

21 "The conditions of your
22 employment will provide for a
23 weekly rate of \$146.00 for day,
24 \$153.00 for night, and \$154.00
25 for lobster shifts. "

26 I was on the lobster shift. That was my situation.

27 MR. POLLOCK: What is the lobster
28 shift?

29 MR. MOORE: That is a shift for which
30 I am unable to understand where the lobster came from,



1 but my hours were from 12 o'clock to 7 in the morning.
2 I worked six and a half hours. I was on a 32½-hour
3 week.

4 MR. POLLOCK: You should have been
5 as happy as a clam. It should have been called the
6 "clam shift".

7 MR. MOORE: "The existing hours
8 will continue as will all
9 previous welfare and medical
10 benefits. Any questions will
11 be answered fully when you
12 report for work.

13 "It is my hope that you
14 and many of your colleagues
15 of the composing room will
16 report to work so that the
17 situation here at The Telegram
18 can become more stabilized.

19 "I regret deeply that we
20 have been unable to come to an
21 agreement with your union, but
22 in the meantime, I hope that
23 you will agree, as an individual,
24 to return to work.

25 Yours sincerely",

26 and it was dated August 5, 1964, and every member of
27 the daily newspapers received an invitation to go back
28 to work.

29 THE COMMISSIONER: And you say that
30 at no time has the president of the interational union



1 given any reason, simply a negative?

2 MR. MOORE: That is correct. No, the
3 membership ---- in our three journals you will not
4 find a word about Toronto mentioned in those three
5 papers either outside of the benefits received. But
6 here is a little paragraph, it is 5-A. It is from
7 Elmer Brown, by the President. He says:

8 "While the comeback
9 trail may be longer and
10 harder as a result of the
11 display of disunity, we will
12 regain our positions and
13 those members of Toronto
14 Mailers and Toronto Typo-
15 graphical Union who face this
16 fire will be steeled for the
17 battle ahead," said President
18 Brown".

19 Now, this is a statement that this man makes, that:
20 "we will regain our positions andwill be steeled
21 for the battle ahead". Elmer Brown never had a
22 uniform on, he doesn't know what a battle is, or he
23 wouldn't talk so foolishly.

24 MR. POLLOCK: Bassett's letter to
25 you was in 1964?

26 MR. MOORE: Yes, August 5, 1964,
27 almost a month after the beginning of the strike.

28 MR. POLLOCK: Were there any other
29 negotiations between that time and the present time,
30 any other type of contract agreed to or not agreed to?



1 MR. MOORE: I believe this letter
2 ended all communication between the publishers and
3 the membership. I believe there were some meetings
4 attempted, but I don't think the publishers ever
5 attended; they wrote us off, that was all. They had
6 had enough of us and I don't blame them.

7 There was another thing I wanted
8 to bring up ---

9 MR. POLLOCK: What is this?

10 MR. MOORE: This is a directive
11 received by the union leaders.

12 MR. POLLOCK: In connection with what?

13 MR. MOORE: This was an agreement with
14 the mailers.

15 MR. POLLOCK: Tell us about that.

16 MR. MOORE: The publishers did offer
17 the mailers a contract. When the mailers walked off
18 their jobs they were observing a clause in their
19 contract which was in respect to picket lines so as
20 soon as our picket line was thrown up the mailers
21 walked off their jobs.

22 MR. POLLOCK: The termination date of
23 their contract was not the same?

24 MR. MOORE: No.

25 MR. POLLOCK: They were still under
26 contract, but they had a term permitting them to
27 respect the picket line?

28 MR. MOORE: Yes. Then, some time
29 after the publishers offered them a contract. They
30 offered it for five years.



1 MR. POLLOCK: I assume the contract
2 expired then some time?

3 MR. MOORE: Yes, the contract expired
4 and they offered them a contract for five years for
5 \$146 a week, no increase over five years and they
6 listed 22 men whom they refused to rehire for actions
7 of theirs during this strike.

8 MR. POLLOCK: What kind of actions?

9 MR. MOORE: Well, some of them were
10 engaged in some of the acts like maybe throwing a rock
11 through somebody's window.

12 MR. POLLOCK: Unlawful activities?

13 MR. MOORE: Yes, in fact they were too,
14 and some of the cases of beating them up with baseball
15 bats and such things as this.

16 THE COMMISSIONER: Just what were
17 these actions?

18 MR. MOORE: Well, the first thing they
19 did was they burned the paper down in the C.P.R. yards
20 --- newsprint.

21 THE COMMISSIONER: Had it been taken
22 out of the car?

23 MR. MOORE: I believe it was on a
24 truck and they burned the vehicle too.

25 THE COMMISSIONER: Was that traced
26 out? Did they get the culprits?

27 MR. MOORE: No, there is no reason
28 it is going to be either, but all these acts of violence,
29 stealing the newspapers --- of course, newspaper
30 stealing was common sport and throwing paint in the



1 newspaper boxes and all these acts of vandalism had
2 violence had started only after the strike had started.

3 THE COMMISSIONER: Quite soon?

4 MR. MOORE: Yes, it started in the
5 first week.

6 THE COMMISSIONER: What percentage
7 of the young men you speak of is the total of those
8 who were on strike?

9 MR. MOORE: It would be a good third.

10 THE COMMISSIONER: And were they the
11 most active people?

12 MR. MOORE: Oh, yes, in fact it was
13 the type of element that seemed to take delight in
14 doing these things.

15 THE COMMISSIONER: What would be the
16 average age?

17 MR. MOORE: Oh, 32 to 38, I would say.
18 The older men, of course, were all disillusioned. We
19 just didn't know what to do, that was all. We were
20 bedazzled, bemused and befuddled and hopeless.

21 THE COMMISSIONER: You were prepared
22 to accept the terms?

23 MR. MOORE: Yes, I fully believe
24 if it had been put to a secret ballot that the majority
25 would have all gone back to work.

26 THE COMMISSIONER: Well, it was on the
27 basis of the approval by the international representa-
28 tive that was here that the matter was submitted to
29 Brown?

30 MR. MOORE: That is correct, and we



1 were reassured at a meeting that the language in the
2 contract met with his approval and it should meet with
3 the international approval. We were led to believe that
4 that contract would be accepted and returned.

5 THE COMMISSIONER: I suppose he was
6 an American.

7 MR. MOORE: Oh, yes. After this
8 strike had been in effect for a month the union
9 asked for strike directors from the international.
10 They sent up three, three big Americans --- big, fine
11 looking men. They stayed at the King Edward first.
12 It is said, I have no way of proving this, and I have
13 no figures, that they have spent \$100,000 here on
14 strike activities.

15 THE COMMISSIONER: What do you mean
16 by "strike activities"?

17 MR. MOORE: There is no record kept
18 of these activities. If a person needs \$100 to do
19 something he would get \$100 or \$300 or \$500 and it was
20 estimated \$100,000 was spent by these men ---

21 THE COMMISSIONER: Among whom?

22 MR. MOORE: It was spent by these
23 three Toronto strikebreakers.

24 MR. POLLOCK: Who estimated it, they
25 certainly didn't estimate it, did they?

26 MR. MOORE: The Secretary-Treasurer
27 said on the floor of the union that he had sold
28 \$100,000 worth of bonds to cover the strike activities.
29 Now, we had a room in the Metropole Hotel, we had a
30 building across from the Telegram. The rents had to be



1 paid, there were certain other activities which had
2 to be paid for which would never have occurred under
3 normal conditions.

4 MR. POLLOCK: Ordinary administrative
5 costs?

6 MR. MOORE: Yes, and all these extra
7 things that were going on and these three strike
8 directors were paid by the International Typographical
9 Union.

10 MR. POLLOCK: Were they executives
11 of the union?

12 MR. MOORE: No, you will see their
13 record is in there. They are strike representatives,
14 their activities.

15 THE COMMISSIONER: What do you call
16 them?

17 MR. MOORE: These were strike
18 directors. They were sent over here to solve this
19 problem. They went back that ---

20 THE COMMISSIONER: Is that something
21 like strikebreakers?

22 MR. MOORE: No, they were directors,
23 they were to direct the strike, they were to tell us
24 what to do and to conduct the strike in a manner ---

25 MR. POLLOCK: They were enforcement
26 experts?

27 MR. MOORE: Yes. There was about
28 three of them. According to 6-B their salaries for
29 four weeks was \$970. That is his wages. For expenses
30



1 for that month it was \$411. That is just his hotel
2 and travelling. That is a very minor one. Some of
3 them here are up to \$700 for expenses.

4 THE COMMISSIONER: Do you think
5 those items refer to these two or three men who were
6 sent up?

7 MR. MOORE: This one does not concern
8 the Toronto strike, but these are the men who were here,
9 and that is their expenses and then they have what
10 they charge for airlines over here. So you see, these
11 men while they received \$900 a month pay they would
12 spend \$1,200 a month in hotel and other expenses
13 besides their airline travel, so they are a very
14 highly expensive group.

15 THE COMMISSIONER: Well, we can take
16 a short break here, Mr. Moore.

17
18 ~~CALL CARD 1980~~ Short recess.

19
20 MR. POLLOCK: Mr. Moore, I understand
21 that dealing now with the mailers' union who I understand
22 are paid approximately the same rates as the
23 typographers and their work is of a lesser skill ---

24 MR. MOORE: That is correct.

25 MR. POLLOCK: They are in charge of
26 bundling the newspapers and getting them out for
27 delivery?

28 MR. MOORE: Yes.

29 MR. POLLOCK: I understand that they
30 at one stage had arrived at an agreement with the



1 newspapers?

2
3 MR. MOORE: Yes, it was accepted
4 through the Toronto local. They were willing to accept
5 the contract and return to work and the letter from
6 the I.T.U. telling them that it can't be done ---

7 MR. POLLOCK: What letter is that,
8 what number is that?

9 MR. MOORE: This is 5-C.

10 "The following mandate
11 of the I.T.U. Executive Council" ---
12 this was received by the union on May 7, 1965 ---

13 MR. POLLOCK: The Executive Council
14 is the International Council?

15 MR. MOORE: Yes.

16 "The I.T.U. issues the following
17 mandate to Toronto Typographical
18 Union, No. 91 and Toronto Mailers
19 Union No. 5:

20 "1. All members of Toronto
21 Typographical Union No. 91 and
22 all members of Toronto Mailers
23 Union No. 5 are directed to
24 repudiate any alleged agreement
25 to return to work under the
26 slave contract proposed by Toronto
27 publishers as above mentioned.

28 "2. Refusal of any member to
29 fully comply with the above
30 directive shall be cause for



summary suspension by the I.T.U.

"3. Officers of Toronto
Typographical Union No. 91 and
Toronto Mailers Union No. 5 are
hereby directed to submit the
names and register numbers of any
and all members who refused or
evade compliance with the above.
Such names are to be presented
to the Executive Council with
proper notation of their
delinquency.

"4. Should any of the officers
of either Toronto Typographical
Union No. 91 or Toronto Mailers
Union No. 5 be unable or unwilling
to perform the above stated
functions, other officers shall
proceed and submit the names and
number of violators to the I.T.U.
Executive Council.

"5. Should Toronto Typographical
Union No. 91 or Toronto Mailers
Union No. 5 by any action, direct
or order any of the above officers
or their successors to in any way
violate or not comply with the
I.T.U. mandate, the Executive
Council shall be immediately
notified so appropriate action



1 may be taken.

/RY/SS 2 "By order of the Executive
3 Council,
4 Elmer Brown, President,
5 John J. Pilch, First Vice-President,
6 A. Sandy Bevis, Second Vice-President,
7 Joe Bailey, Third Vice-President,
8 William R. Cloud, Secretary-Treasurer."

9 That was a mandate that no one was to accept the
10 contract or return to work after the local had accepted
11 the contract.

12 MR. POLLOCK: That came from the
13 international union on the 7th of May, 1965?

14 MR. MOORE: That is correct.

15 MR. POLLOCK: I don't suppose you
16 are suggesting that is not within the provisions of
17 the constitution? The constitution provides they can
18 do that?

19 MR. MOORE: That is correct.

20 MR. POLLOCK: So the mailers are now
21 still on strike as well?

22 MR. MOORE: Yes, and there is nowhere
23 for them to go. Printers can go across to the United
24 States, but there is very little work for mailers.
25 They are here for as long as they want to be.

26 MR. POLLOCK: That is because of the
27 low skill, is it --- I don't mean the low skill they
28 have, but the low skill content of the work they do.

29 MR. MOORE: Basically, I would say
30 yes.



1 THE COMMISSIONER: What do you say
2 of that characterization "under slave contract"?

3 MR. MOORE: The slave contract
4 referred to ---

5 THE COMMISSIONER: No, no, but what
6 do you think of that mode of description?

7 MR. MOORE: That is a common word that
8 unions use, "slave contracts".

9 THE COMMISSIONER: What would that
10 give a mailer?

11 MR. MOORE: \$146 a week for doing a
12 boy's job --- there is very little skill connected
13 with a mailer.

14 THE COMMISSIONER: That would be
15 nearly \$600 a month.

16 MR. MOORE: Yes, it would be over
17 \$7,000 a year.

18 THE COMMISSIONER: They would work
19 how many hours a day?

20 MR. MOORE: In fact, the mailers worked
21 more hours than the printers did because they worked
22 overtime.

23 THE COMMISSIONER: They would be paid
24 for that?

25 MR. MOORE: Oh, yes, they were \$10,000
26 and \$12,000 a year men, these mailers, because they
27 worked from the Globe, they worked from the Star, they
28 worked all over. We never did that. They were working
29 outside the trade.

30 THE COMMISSIONER: When they were



1 through with working for one they could go and work for
2 another at different hours or work?

3 MR. MOORE: Oh, yes, they were all
4 doing a second job.

5 THE COMMISSIONER: Take in one year,
6 --- would it be eight hours a day?

7 MR. MOORE: Yes, 35 hours a week. They
8 worked overtime almost every day on account of the
9 paper being late or extra heavy.

10 THE COMMISSIONER: They were receiving
11 substantial salaries, in effect?

12 MR. MOORE: The reason for the mailers
13 --- the mailers aligned themselves with the printers
14 years ago and as we got increases they got increases
15 in proportion, but they were better paid than what we
16 were.

17 MR. POLLOCK: It was a pretty smart
18 alignment, I guess?

19 MR. MOORE: Well, it was not to their
20 disadvantage. It was common to be off to England for a
21 trip; the only trip I had to England was in uniform.
22 These fellows have been doing it half a dozen times on
23 account of their fair earnings of \$10,000 or \$12,000
24 a year for an unskilled man.

25 MR. POLLOCK: Do you still have any
26 jobs available?

27 MR. MOORE: Not in Toronto. There is
28 perhaps one in Washington and such places, but it is
29 very limited because they don't have the same conditions
30 in the States as they have here. Most of the shops are



1 not organized.

2
3 There is another point I would like
4 to draw your attention to, and that is on the payment
5 of unemployment insurance. We were allowed
6 unemployment insurance --- it was in December, I
7 believe it was, that I applied for unemployment
8 insurance, and it was granted. As soon as unemployment
9 insurance was granted in Toronto, the I.T.U. sent a
10 directive that the \$36 a week received from unemployment
11 insurance will be deducted from the \$90 a week strike
12 pay. Now, we paid dues on this unemployment insurance.
13 Here is a foreign country, a man who can --- and this
14 is what he says:

15 "Because many members have not
16 been reporting unemployment
17 insurance benefits as required
18 by I.T.U. law, a meeting was
19 held on Friday, January 8,
20 attended by the chairmen of the
21 three newspaper chapels, the
22 strike directors, the president
23 and secretary-treasurer of the
24 union. This matter was discussed
25 and given fullest consideration.
26 To avoid dissension among the
27 members and provide equality
28 for all, the following rules
29 and regulations were adopted and
30 will take effect immediately:

1. That each Chapel Chairman



1 will designate one of its members
2 to be responsible for the accurate
3 reporting of such benefits.
4

5 2. That reports turned in to
6 the Union Office be complete and
7 up-to-date in every detail. There
8 must be a report for every member
9 as to the amount received, or,
10 if not in receipt of benefits,
11 the reason therefor.

12 3. If a member fails to report
13 receipt of benefits, the Chapel
14 designate shall list such member
15 as having received \$36.00 - the
16 onus to be on the member to prove
17 otherwise.

18 4. If a member claims he is
19 not in receipt of Unemployment
20 Insurance Benefits, he will be
21 required to sign a statement to
22 this effect.

23 "The foregoing is not to be
24 construed as a dictatorial action
25 on the part of I.T.U. Represen-
26 tatives or local officers, but a
27 sincere attempt to apply the law
28 equally and fairly to all members."

29 So, all members were required to sign a statement, "I
30 am not receiving" or "I am". I was the one who signed,



1 "I am not receiving".

2 MR. POLLOCK: You were not?

3 MR. MOORE: I was, but I was not
4 under oath and I don't see I am required by anyone
5 to make a statement whether I am receiving it or not.
6 If they can find out, the onus was on them, not on me.

7 MR. POLLOCK: So, in fact you were
8 receiving your strike benefit plus \$36?

9 MR. MOORE: Yes, that is correct, sir,
10 and a few others too, by the way.

11 MR. POLLOCK: They were making quite
12 a bit of money, not much different from when you were
13 working?

14 MR. MOORE: I maintain this money was
15 mine.

16 MR. POLLOCK: I am not quarelling
17 with that. I am saying at that stage, what they were
18 trying to do, if I understand the union letter, trying
19 to keep the level of benefit down. Although it is a
20 substantial amount compared to some strike benefits,
21 it is not as much as if you had been fully employed.

22 MR. MOORE: That is correct. My
23 conscience didn't bother me for accepting this money
24 because I had lost my job, we all lost our jobs. This
25 money was rightfully ours. I did not see why the I.T.U.,
26 or why a man in Colorado Springs can say, "You have to
27 report your unemployment insurance" when many did not
28 and never did, and single men who were receiving \$90
29 a week ---- single men received the same as we did ---
30 and he got his \$17 or \$18 a week too.



1 MR. POLLOCK: Isn't there a
2 differential between what married men and single men
3 get in strike benefits?

4 MR. MOORE: There is in some cases,
5 according to law, if they report it, but most men find
6 it convenient to be married.

7 THE COMMISSIONER: How many strikes
8 have you been involved in since joining the union?

9 MR. MOORE: Three, sir.

10 THE COMMISSIONER: All here in Toronto?

11 MR. MOORE: No, I have been in one in
12 Buffalo and one in Detroit. The one in Detroit was a
13 sit-down strike. We did not walk out. We stayed in.

14 THE COMMISSIONER: All I mean is,
15 would you have become acquainted with these measures
16 of benefits?

17 MR. MOORE: The benefits all apply
18 on your earnings, and of course, the conditions under
19 which you are working. Our strike pay in some cases
20 was very low.

21 THE COMMISSIONER: At that time, take
22 the Buffalo or the Detroit strike: Did you receive
23 public unemployment insurance?

24 MR. MOORE: No. In the Buffalo
25 instance I was called into the secretary's office and
26 he said, "Where would you like to go?". He said he
27 would give me a ticket to anyplace on the North
28 American continent and I said, "Write me one out for
29 Chicago". So, he gave me a ticket to Chicago and I
30 went there.



1 THE COMMISSIONER: Was that the end
2 of that?

3 MR. MOORE: That was the end of that.
4 I quit the job and never went back. My friend joined
5 the Marines. I tried to join the Marines, but I didn't
6 weigh enough. He was in the Marines and I was in
7 Chicago and I don't know where the rest of them went.

8 THE COMMISSIONER: When was that?

9 MR. MOORE: That was in 1925, sir.

10 THE COMMISSIONER: Then did you join
11 the Army afterwards?

12 MR. MOORE: I joined the Canadian Army,
13 yes, in 1940. I was six years in the Canadian Army,
14 overseas, combat.

15 This now is Document 4-D. When the
16 Typographical Union sued me for the \$34 I naturally
17 sued them for the \$180. So, this appears in their
18 journal:

19 "FORMER MEMBERS HIT NEW LOW".

20 MR. POLLOCK: What is that --- the
21 local newspaper?

22 MR. MOORE: Yes.

23 "Walter Moore who worked
24 at the Telegram until July 9,
25 1964, crossed the picket lines
26 to rat at the Star on Tuesday,
27 October 5, 1965. Moore was
28 granted a loan by the Union which
29 he never fully repaid. The Union
30 took the necessary legal steps



1 to recover the money owing.

2 Through his lawyer, Moore has
3 counter-claimed alleging the
4 Union owes him money."

5 Now, they can take away my \$180 and they sue me for
6 \$34, saying that I owe them money, and that is the
7 reason you get from them.

8 MR. POLLOCK: Just staying with the
9 strike for a moment and then I would like to talk
10 about your pension benefits that you have paid. We
11 have heard about something called "professional strike-
12 breakers" that are imported. Do you know anything
13 about that?

14 MR. MOORE: Yes. It was claimed
15 there were six in Toronto, only six. I maintain that
16 six men are not that important that they determine
17 whether a strike is won or lost.

18 MR. POLLOCK: These men were brought
19 in at an early stage, were they?

20 MR. MOORE: No doubt they were
21 contacted. There is no doubt this was set up. It did
22 not just happen overnight. The publishers were
23 determined that if the contract was not accepted they
24 were going to publish without us. Must have been,
25 because there were training schools in Toronto for
26 girls to run these punchers. The union was aware there
27 was a training school, but no action was taken.
28 Sentry boxes were being made at the Telegram for the
29 sentries to stand in. There were signs all over the
30 place that if we were going to strike they were going to



1 accommodate us.

2 MR. POLLOCK: These professional
3 strikebreakers, I assume the six you were speaking of
4 were members of the trade ---- they were typographers?

5 MR. MOORE: Yes, that is right.
6 Whether they were competent or not is beside the point ---
7 they were able to go into a composing room and know the
8 functions of a composing room.

9 MR. POLLOCK: They were like the
10 flying squad that went around to all the certified
11 newspapers that are still on strike.

12 MR. MOORE: Yes, they functioned
13 throughout the United States.

14 THE COMMISSIONER: There must have
15 been more than they to carry the newspapers on. How
16 is that done?

17 MR. MOORE: Between the men who stayed
18 on the job and the superintendents at the Telegram and
19 the Star who stayed on the job, and with a few key
20 personnel, and the guild --- they supplied help in the
21 composing room --- they are another international union
22 and they were not averse to walking in and doing their
23 best ---- it is a known fact. So, you see, it is not
24 hard to get the paper functioning --- get it rolling.
25 The finer parts can come later.

26 MR. POLLOCK: There were a few
27 typographical errors, I think, in those days.

28 MR. MOORE: We still make a few today.

29 MR. POLLOCK: Well, it is the machine
30



1 that does it now and it breaks down.

2 MR. MOORE: These smaller firms
3 outside and the smaller plants that work for the
4 newspapers who set type and supplied material for them.
5 So, we were not hired to replace.

6 MR. POLLOCK: Union shops?

7 MR. MOORE: Yes, union shops.

8 MR. POLLOCK: Letter crafts, or the
9 same union?

10 MR. MOORE: The same union, they
11 work for the newspapers.

12 MR. POLLOCK: The I.T.U. never had
13 anything like hot cargo or something like that provision?

14 MR. MOORE: That happened with
15 People's Credit Jewellers and the odd ad like that,
16 but in this case it was money and a big job and these
17 firms didn't turn it down. The union was fully aware.
18 Cooper and Beattie was one of them here. I could name
19 all of the plants engaged.

20 THE COMMISSIONER: Was any action
21 taken against them?

22 MR. MOORE: Not at all, you don't
23 touch these firms. They just fire their men if they
24 don't act right. The union hasn't much jurisdiction
25 over them, not as much as they had in a newspaper where
26 they had control of the whole composing room. In a
27 commercial shop there is not the same control over the
28 men. You have not got the same benefits.

29 THE COMMISSIONER: They have not got
30 the closed shop?

/FN/SS



1 MR. MOORE: In most cases, yes, but
2 there is not a large number of men and you are more of
3 an individual in a commercial shop than you are in a
4 newspaper. In a newspaper you are just a cog and you
5 perform a function.

6 THE COMMISSIONER: In any event,
7 they went on then with their work as usual?

8 MR. MOORE: Yes, and they accepted
9 work from the newspapers. There were a few complaints
10 and they were reported and I was on a couple of cases,
11 but I washed my hands of the whole thing.

12 THE COMMISSIONER: They didn't attempt
13 to picket any of these places?

14 MR. MOORE: No. The men working in
15 the commercial shops were glad to get the work, it
16 meant overtime for them, they weren't going to
17 jeopardize their jobs or complain about found money or
18 something. There was very little if any.

19 MR. POLLOCK: You were with the union
20 some 40 years?

21 MR. MOORE: Yes.

22 MR. POLLOCK: You had had some strike
23 experience before. You knew what the attitude was of
24 the union to "rats" in your industry or "scabs".

25 MR. MOORE: Yes, I am supposed to be a
26 rat.

27 MR. POLLOCK: I think it is rather
28 graphically portrayed in that little pamphlet you had
29 earlier by Jack London.

30 MR. MOORE: Yes.



1 MR. POLLOCK: You were on strike for
2 15 months, you were receiving on your own evidence
3 relatively close to what you were making at the time
4 you went on strike with the exception of penalties for
5 some of the things you refused to do ----

6 MR. MOORE: NO, I can't agree with
7 that because I lost my \$15,000 life insurance, I lost
8 my sick benefits. It was the benefits that I lost
9 more than the money.

10 MR. POLLOCK: Benefits that the
11 employer was contributing to you?

12 MR. MOORE: Yes, and at my age I could
13 not get \$15,000 life insurance anywhere, but I could
14 from the employer, and that was one of my great worries,
15 I had to pay my hospitalization which was, I believe,
16 \$20 a month then, but before I only paid \$4.00, and I
17 couldn't get insurance, my \$15,000 life insurance was
18 discontinued and it wouldn't be renewed even though I
19 asked them to. When I asked them to carry on the
20 policy the Crown Life would not even answer me. These
21 things I lost. The \$90 which was \$90 at the time I
22 had been paying my hospital insurance which was \$17 or
23 \$18 and between the extra leisure time I had it was
24 far from the money I was earning when I was working.

25 MR. POLLOCK: Of course, too, you
26 weren't paying any income tax on any of that money.

27 MR. MOORE: That is correct. When I
28 walked out I was receiving \$146.

29 MR. POLLOCK: \$146 and from that there
30 was income tax deducted.



1 MR. MOORE: Which was \$17 or \$20 a
2 week.

3 MR. POLLOCK: That is \$126.

4 MR. MOORE: Yes, and my dues on that
5 too would be \$7 or \$8.

6 MR. POLLOCK: You weren't paying your
7 dues when you were on strike, were you?

8 MR. MOORE: No.

9 MR. POLLOCK: Again on my arithmetic,
10 I am all right here because I only have to add and
11 subtract, \$90 strike benefit plus \$36 unemployment
12 insurance gives you \$126 tax-free.

13 MR. MOORE: Of course, in my particular
14 case my unemployment insurance didn't run very long. I
15 had been ill for three months that previous year and
16 had only worked three months, so I was only on
17 unemployment insurance for a very short time and, of
18 course, even a man who had paid in for 18 years he only
19 paid on the year previous, so I didn't receive such
20 a vast amount of money. It was not the amount of money.
21 It is demoralizing. It is what you are doing, it is
22 useless not to do anything.

23 THE COMMISSIONER: You wanted to work.

24 MR. MOORE: Every man wants to work.
25 He doesn't want to parade up and down with a sign saying
26 "Scabs work here". That is beneath a man's dignity,
27 it has no place in society today at all. If it had been
28 for reasons or justice or we were fighting for something
29 I would say yes, but what are we on strike for?

30 THE COMMISSIONER: As far as you were



1 concerned you had nothing concrete which you could say
2 you were fighting for.

3 MR. MOORE: That is right, and nothing
4 but disillusionment. And what was going on? The
5 antagonism, the acts of violence and the uselessness of
6 it all.

7 THE COMMISSIONER: To what in your own
8 mind did you attribute those actions?

9 MR. MOORE: When Elmer Brown ran for
10 President he was defeated in Toronto. Every two years
11 our union election occurs and he was defeated by a
12 man from Chicago and I believe that is the only reason
13 I can believe that Brown determined to get back at us.
14 He determined that he was going to teach us a lesson
15 and that is what he did. I can't think of any other
16 reason because contracts far worse than this contract
17 are accepted every day in the United States ---contracts
18 worse than this could have ever been. This was the
19 finest contract any union had ever been offered --- the
20 conditions of the men, the benefits. It is beyond
21 comprehension why it was turned down and he would
22 destroy a union. Why would he destroy 900 men and why
23 would 900 men allow themselves to be destroyed?

24 THE COMMISSIONER: How many are there
25 still in this city maintaining the forms of strike?

26 MR. MOORE: It would have to be a
27 very rough guess. I would believe there might still be
28 300 still, mostly mailers.

29 THE COMMISSIONER: Mostly mailers?

30 MR. MOORE: Oh, yes, because there is



1 no job for them to go to.

2 THE COMMISSIONER: They have difficulty
3 getting work?

4 MR. MOORE: Yes. So I believe the
5 rest of them will just fade away, the printers will
6 just fade away. They will force them to accept
7 employment.

8 THE COMMISSIONER: How many of them
9 have gone back to work?

10 MR. MOORE: According to 4-B there
11 is 100. That is at January the 9th, 1966. That is
12 the dishonour roll. It is the union being above the
13 law, that I can't sue the I.T.U. or they can't sue me.

14 THE COMMISSIONER: They are not
15 incorporated, you see.

16 MR. MOORE: Why does government allow
17 its labour force to be treated that way?

18 THE COMMISSIONER: I might tell you
19 that that is the law in England which was developed or
20 has been developed over a period of 150 years. I think
21 it was an indulgence to labour. Labour was an inferior
22 position and its assertion was for more consideration
23 and the policy in England was to leave labour and
24 management alone and they left it alone, not only in
25 relation to the actual contest but also in relation
26 to the liability. Over there you can bring your
27 action against individuals if they act contrary to
28 the law or civil rights or criminal law, but they
29 have consistently declined to allow the union as such
30 to be the subject matter of an action in court.



1 MR. MOORE: Unfortunately today after
2 150 years unions are surely not in a position that they
3 need to be indulged at all.

4 THE COMMISSIONER: In a number of
5 provinces now they can be sued.

6 MR. MOORE: Yes.

7 THE COMMISSIONER: But in this
8 province there is a specific prohibition against it.

9 MR. MOORE: If I might say so, I
10 think it is long overdue that these American unions
11 should come in and be established here for 70 or 75
12 years and be above the law.

13 THE COMMISSIONER: What is the
14 general sentiment in relation to international unions?

15 MR. MOORE: I am sorry to say instead
16 of one being here there should be 100 printers here.
17 These men have lost their pensions too. Most of them
18 are very much younger than I am. They don't care.
19 They say, "I don't care about it", and that is the
20 general situation. It is something to be feared. It
21 comes before civil law, moral law or religious law.
22 If it is I.T.U. law, it must be lived up to. You can
23 violate any law of the province or the country but as
24 long as you pay your dues before the 10th of the month
25 you are a member in good standing and you are an
26 honourable man. That is the only requirement of
27 being a good trade unionist, pay your dues.

28 MR. POLLOCK: Are you able to estimate
29 --- and I appreciate it will probably be rough --- how
30 much you yourself during your 40 years of membership



1 have contributed to the union pension fund?

2 MR. MOORE: It is something I have
3 not given a great deal of thought to, but I would
4 believe that it would run \$8,000 to \$10,000 I have
5 contributed to the pension fund.

6 MR. POLLOCK: And when you were
7 suspended for your activity in crossing the picket
8 line did you have a trial and this type of thing?
9 The International Typographical Union is probably the
10 most democratic union in the whole of the international
11 unions.

12 MR. MOORE: I can't agree with you
13 there, sir. It is when you read the publications the
14 most democratic. It publishes what its assets are,
15 its liabilities and what it spends.

16 MR. POLLOCK: It has elections every
17 two years and there are in fact two parties running
18 in the elections and I think in that journal there is
19 provision for space for those who are running against
20 the establishment, for advertising or giving their
21 views and things like that.

22 MR. MOORE: That is correct, you can
23 call the president what you like and here is what Mr.
24 Hunt running against Elmer Brown says:

25 "In Toronto in 1964 Mr.

26 Brown's representatives
27 three times approved com-
28 puter language; three times
29 Brown vetoed it. Whereupon
30 the publishers concluded



1 Brown was looking for trouble
2 and obliged him by firing
3 printer members who refused to
4 handle computerized tape. Some
5 900 printers and mailers hit
6 the picket line. The papers
7 continued to publish because
8 other crafts crossed the line.

9 "Over 250 Toronto
10 printers have taken travelers;
11 almost 100 ratted. No member
12 of the Executive Council has
13 shown his face in Toronto.
14 When the president of Ontario
15 Labor Council, by letter, wire
16 and phone offered his help, he
17 was told to see Brown in
18 Florida. (Mr. Brown was
19 campaigning in Florida at the
20 time) This has to be another
21 colossal Brown blunder!"

22 That is what was said by his opponent. I agree with
23 you you can say what you like, but we have been unable
24 to get Mr. Brown out of office.

25 MR. POLLOCK: You are reading from
26 what exhibit number?

27 MR. MOORE: This is Exhibit 6-B, page
28 226.

29 MR. POLLOCK: So you do admit that
30 is pretty free discussion and distribution of that view,



1 and you would probably agree that it doesn't occur too
2 often in other trade unions, at least from what we are
3 able to gather.

4 MR. MOORE: Unfortunately, it didn't
5 carry much weight.

6 MR. POLLOCK: It didn't have much
7 appeal, that is another point.

8 THE COMMISSIONER: It would depend,
9 I suppose on the authority of the Executive Council.
10 Are they limited? Can they act as they have done here
11 without reference to any other body?

12 MR. MOORE: Oh, yes. They are a law
13 unto themselves. They can call a strike. Of course,
14 most strikes are called over contracts. That is what
15 they are mostly over, the contract, but it is pretty
16 strong language, I agree, that Mr. Brown has been in
17 office since Randolph died, but we have been trying to
18 get him out ever since. Once you are in office it is
19 pretty hard to get them out, although we can show
20 there has been all kinds of squandering of monies and
21 violations of I.T.U. law.

22 THE COMMISSIONER: What is the name of
23 the representative who approved that contract?

24 MR. MOORE: I will have to get his
25 name for you.

26 THE COMMISSIONER: Is he one of the
27 officers of the international?

28 MR. MOORE: No, he is a representative.

29 THE COMMISSIONER: He is appointed,
30



1 I suppose.

2 MR. MOORE: Steve Martinek. He was
3 sent to Toronto to represent Mr. Brown. He was his
4 representative.

5 THE COMMISSIONER: But is he a
6 permanent officer?

7 MR. MOORE: Yes, he is a permanent
8 representative.

9 THE COMMISSIONER: And he is appointed
10 by the Executive Council?

11 MR. MOORE: He is the authority on
12 computer language. That is the reason he was sent to
13 Toronto.

14 THE COMMISSIONER: Is he still an
15 officer?

16 MR. MOORE: Yes, he is still a
17 representative.

18 MR. POLLOCK: The normal disciplinary
19 procedures are pretty elaborate in the sense that they
20 provide for trials and appeals and notice of all these
21 things.

22 MR. MOORE: Yes.

23 MR. POLLOCK: You say you were not
24 given a trial?

25 MR. MOORE: Oh, no. According to the
26 I.T.U. law it is not necessary. Once you cross a
27 picket line, that is it.

28 THE COMMISSIONER: That is specifically
29 the claim, is it?

30 MR. MOORE: Yes, that is spelled out



1 here. For crossing a picket line you are automatically
2 expelled without notification or ---

3 THE COMMISSIONER: During the 15
4 months you were on the picket line were there appeals
5 to Brown to reconsider or send representatives here to
6 see what could be done?

7 MR. MOORE: I believe there were so
8 many letters sent to Brown that he complained they had
9 better stop sending him letters because he did not
10 intend to do anything. The matter was out of his hands
11 and it was in the hands of the strike directors, and
12 the local officers and he didn't want anything to do
13 with it.

14 MR. POLLOCK: I suppose once the
15 newspapers and the union overcame the initial shock
16 that the newspapers could continue without your
17 assistance, the bargaining positions of the parties
18 changed radically.

19 MR. MOORE: That is correct. No longer
20 was the union in a position to demand. The union
21 then, over the course of the year, offered to accept
22 any proposal that the publishers would offer them.
23 Well, the publishers were not going to offer them
24 anything. They said, "You offer us one". Well,
25 according to I.T.U. law you can't offer them. This
26 must be recognized. The foreman must be a union man
27 and management would not consider such a proposal, so
28 it is an impasse. The union has nothing to offer and
29 the company is in a position where they don't need it.

30 MR. POLLOCK: Would you file a copy



1 of the union law, Document No. 1?

2 MR. MOORE: Yes.

3 Sir, this publication was published
4 by the union. It is called the Printers' Story. I
5 have three of them here and I don't know how many
6 there were all together.

7 MR. POLLOCK: What are their numbers?

8 MR. MOORE: It is NO. 7. Here is a
9 man parading around Toronto with an outfit like this
10 saying, "Mr. Publisher...You'll get it in the NECK if
11 you don't SETTLE". I believe this is Halloween --- look
12 at these three characters: "I'm Webster of the Globe!",
13 "I'm Atkinson of the Star!", and "I'm Bassett of the
14 Tely!". They are parading on the City Hall steps.

15 MR. POLLOCK: They have got masks
16 on that look like pigs.

17 MR. MOORE: Yes, the Three Little Pigs
18 --- those are members of the Typographical Union.
19 Here we are trying to bargain in good faith ---- we
20 always say "Let us bargain in good faith". Here is
21 another one: "David Archer suggests all workers take
22 boycott pledge" --- David Archer and Montgomery called
23 a meeting at Massey Hall when the strike was called:
24 No one attended it. There weren't enough people in
25 there to fill the first row. The Toronto people were
26 not interested. I was on the picket line and they
27 said, "Come on over to Massey Hall. There is no one
28 over here." So, the pickets went over there to fill
29 the seats. This was Archer and Montgomery.
30



1 MR. POLLOCK: I suppose that is as a
2 result of the fact that once the newspapers were
3 printing, the fact that you were in some measure
4 superfluous, decreased any public support that you might
5 have obtained.

6 MR. MOORE: Mr. Archer and Mr.
7 Montgomery are about as valuable as that cut to my mind.
8 The judge was accused of being a capitalist: Well,
9 there is one right there.

10 MR. POLLOCK: Who are you indicating?

11 MR. MOORE: Archer. He must be a
12 capitalist. He belongs to a union and unions only
13 function under a capitalist society. Both of them are.
14 This Tom McLean, the Assistant Director of the U.A.W.,
15 What are they going to do, they are going to close the
16 town up in Oshawa. They could not close up a peanut
17 stand. Here is another one and this is the Star. On
18 November the 11th the day they were holding an Armistice
19 service in front of the City Hall, that is where the
20 picketers are, on a picket line, trying to stop trucks
21 from delivering paper on November the 11th. They
22 don't know what is going on.

23 THE COMMISSIONER: Mr. Moore, you
24 are very bitter about this, aren't you?

25 MR. MOORE: Yes, I am.

26 THE COMMISSIONER: To what would you
27 attribute that bitterness? Make a short statement on
28 that.

29 MR. MOORE: As a Canadian, I cannot
30



1 understand why an American can tell me what to do.

2 THE COMMISSIONER: You think the
3 Canadians, if they had been left alone, would have
4 accepted the proposals?

5 MR. MOORE: I do, I think the
6 international trade union of today is one of the
7 greatest curses that we have in the Canadian society.
8 There is no place for them in Canadian society. We
9 don't need them.

10 MR. POLLOCK: Do you think that the
11 wage benefits and the fringe benefits earned or
12 achieved in Canada through international trade unionism,
13 and the very wealth that it implies and support, would
14 ever have been achieved without that background support
15 and all the organizational funds coming up from the
16 United States?

17 MR. MOORE: I do, sir, because the
18 gains we made in Toronto were made by our own local
19 wage negotiators. They hammered out the contract, and
20 until the later years when Brown entered the picture
21 we had the most amicable relations between Mr. McCullough,
22 just after the war, and Mr. Atkinson, always, and of
23 course, the old trustee of the Telegram. There was
24 never any dispute or labour trouble until Brown --- he
25 made up his mind that he was determined to strike
26 Toronto. Up to the coming of Elmer Brown, all the
27 wage gains we made in Toronto we made by ourselves.

28 THE COMMISSIONER: You did not have
29 any strikes?

30 MR. MOORE: Oh, no, this is the first



1 strike in the Toronto newspapers since we started. It
2 is the first labour trouble we have had. There had
3 never been a dispute of any kind where we went to the
4 courts or anything like that --- no work stoppages.

5 MR. POLLOCK: There was a labour
6 strike involving the Globe & Mail, wasn't there, some
7 years ago?

8 MR. MOORE: That was about 1890,
9 wasn't it?

10 MR. POLLOCK: I remember a case
11 involving a decision, I think, of now Chief Justice
12 Gale --- I am now advised there was no strike.

13 MR. MOORE: It was some minor matter.

14 MR. POLLOCK: Yes, it was some
15 administrative matter.

16 MR. MOORE: I think Senator Brown
17 was shot in the last one --- I think it was 1890 or
18 1895.

19 Now, that is the reason I am bitter
20 and I believe I have good reason to be bitter and I
21 see no place in Canadian society for American unions,
22 and I think it is time a law was passed --- either
23 incorporate them and let them stand on their own or ---
24 let no monies or dues or assessments or any directives
25 be levied on Canadian labour by those of another
26 country. Let us run our own unions. We are big enough
27 here. The Americans are not supplied with any more
28 intelligence than we are.

29 THE COMMISSIONER: Of course, there
30



1 is a very substantial number of Canadian labour leaders
2 who do apparently value the international relationship.

3 MR. MOORE: The reason they do is
4 that they are an affiliate and they are all looking
5 for international jobs, every one I know of, and I know
6 them all.

7 THE COMMISSIONER: It is a personal
8 matter.

9 MR. MOORE: It is a personal matter,
10 for their own self-aggrandizement, the great
11 international. It looks great and they have the
12 salary that is paid over there and the freedom of
13 going from one country to the other. I don't think
14 we need this. I don't think they are labour men, I know
15 they are not labour men.

16 MR. POLLOCK: What is the salary of
17 the international president, do you know?

18 MR. MOORE: The president only gets
19 about \$1,250 a month, \$25,000 a year and his expenses,
20 of course.

21 MR. POLLOCK: Is it based on a figure
22 or a percentage or a multiple of the amount of money
23 that the union members get?

24 MR. MOORE: No, I believe this was
25 set by law that he receive a salary.

26 THE COMMISSIONER: You mean set by
27 the union?

28 MR. MOORE: Yes, by the convention
29 authorities and each year the convention is held in a
30 different city.



1 MR. POLLOCK: You seem to know more
2 about this than I do, Mr. Moore, but I seem to have
3 seen somewhere that the International Typographical
4 Union had an arrangement where their executive
5 officers achieved their salary on the basis of what
6 the average salary of the working member was, either
7 two or three times, I think it was, in the case of the
8 president.

9 MR. MOORE: I believe that is correct.
10 It is in the constitution somewhere. I am not able
11 to find here what their salary is based upon, but I
12 think it is based on about three times the worker's
13 salary.

14 MR. POLLOCK: You will leave all
15 those exhibits with us, will you?

16 MR. MOORE: Yes.

17 MR. POLLOCK: We will be obliged.

18 We thank you very much for you time
19 and effort and I am sure the remarks you have made
20 have not endeared yourself to the rest of the members
21 of the union, and I think you are extremely courageous
22 in that regard.

23 MR. MOORE: I was with Americans, as
24 I said before, and I am not so impressed with them at
25 all. They put their trousers on the same way as we do,
26 one leg at a time. I maintain that any labour man who
27 comes in here and talks about judges being capitalists
28 and our labour leaders I maintain that they are phony.
29 When I was on the Executive of the Toronto and District
30 Labour Council, George Watson, the President, was on



1 relief. He was representing 55,000 trade unionists
2 and he was on relief and that was the year when Bill
3 Russell was Vice-President and got the job as T.T.C.
4 Commissioner. Watson should have got the job, but
5 Watson couldn't afford it. Russell's benefit is now
6 being paid by York County.

7 THE COMMISSIONER: I thank you very
8 much.

9 The Commission is adjourned
10 indefinitely.

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15 ---Adjournment.
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BINDING SECT. OCT 20 1967

